

2015 COMMUNITY COMMITMENT PLAN



 **Los Alamos**
NATIONAL LABORATORY
— EST. 1943 —

LOS ALAMOS
National Security, LLC

LOS ALAMOS NATIONAL SECURITY (LANS), LLC

2015 COMMUNITY COMMITMENT PLAN

Proud Legacy, Bold Future

Los Alamos National Laboratory’s mission is to solve national security challenges through scientific excellence, and we do so by serving our country, our partners, and our community.

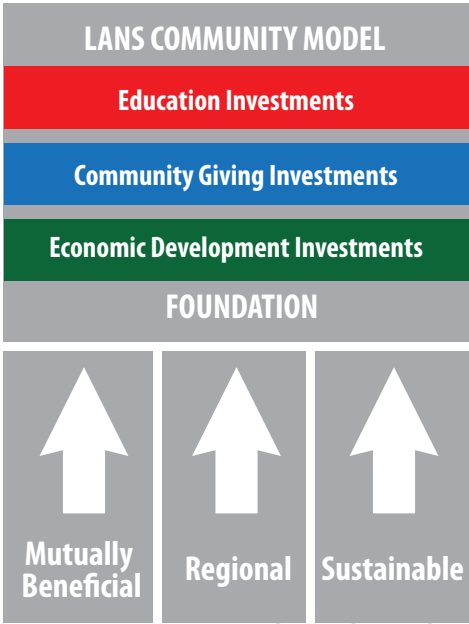
With support from the Department of Energy and its National Nuclear Security Administration, the Laboratory has a long, successful history of community involvement and productive partnerships. The LANS *Community Commitment Plan* is building on that legacy with vibrant and sustainable community programs

to achieve the vision of a thriving economy, world-class education system, and high quality of life in northern New Mexico.

In 2006, the *Community Commitment Plan* marked the beginning of an unprecedented and rewarding chapter in our work with people and organizations in northern New Mexico. Annually, the LANS Board of Governors has reviewed evaluation data and then supported improvements in the *Community Commitment Plan*.

We are applying research results and the experience we’ve gained to strengthen connections with our regional education, community giving, and economic development partners and focus our work in a manner that achieves mutually beneficial and ever-deeper, longer-lasting results.

- Our **education** investments spark and nurture an interest in science and technology that can lead students toward success in school and unlimited career opportunities. In partnership with regional colleges and universities this year, we will support initiatives that increase the number of high-quality math teachers in northern New Mexico. The technical workforce for the near-term will also be addressed by the Laboratory, education partners, and regional employers.



Kristjana Timmers, a Laboratory student employee, demonstrates foaming “Elephant Toothpaste” to young visitors at the the Bradbury Science Museum. The demonstration is a hands-on opportunity for museum visitors to learn more about science.



Mark Sanchez, production manager for FLUTe, located in Velarde, New Mexico. The company, founded in 1996 by Carl Keller, a former Los Alamos National Laboratory employee, received funding through the Venture Acceleration Fund (VAF) in 2014.

- Our employee-driven **community giving programs** help make northern New Mexico a better place to work and live for everyone. This year, we will apply collective impact research and work with the leaders of our nonprofit partner organizations to identify shared goals and metrics to address new and changing needs.
- Our **economic development** investments help establish new businesses and grow existing companies that are working to thrive in today's economy. This year, we will go even further by focusing on support for northern New Mexico entrepreneurs, high-growth companies, and strategic business development.



Students and school administrator from the San Diego Riverside School at Jemez Pueblo accept backpacks and school supplies they received from Lab employees during the our annual school supply drive. San Diego Riverside is just one of several schools throughout northern New Mexico that received school supplies from the Lab.

Since 2006, LANS community investment impacts have been significant

Education

- Inspired and supported more than 6,000 students in LANS-funded programs
- Directly impacted more than 1,500 graduates from:
 - New Mexico Highlands University (Computer Science endowed Faculty Chair, Media Arts and Software Systems programs)
 - Northern New Mexico College (Teaching, Nursing programs, and Chemistry)
 - Santa Fe Community College (Advanced Technologies program)
 - University of New Mexico—Los Alamos (Applied Technologies: Electro-Mechanical, Nano, and Manufacturing programs)
 - University of New Mexico—Taos (faculty development for distance learning and technology applications)
- Awarded \$4.5 million in scholarships to more than 1,000 northern New Mexico students—92% college graduation rate

- Fostered statewide science, technology, engineering and math (STEM) collaboration efforts with major science and technology employers in New Mexico (Intel, Sandia National Laboratories, Northrop Grumman, PNM Resources, Air Force Research Laboratory)

Community Giving

- LANS employees and retirees have volunteered more than 1.5 million hours of service in their communities.
- Employee contributions and matching funds from LANS have driven a succession of record-breaking giving campaigns that reached the \$3.17 million mark for distribution in 2015.
- Local communities have been supported through food drives, school supply drives, holiday gifts, and the Wreaths Across America program.



Elementary school students from Española Public Schools show their gratitude for the backpack and school supplies they received from Lab employees during our annual school supply drive.



Sherry Salas-Bachicha, a Laboratory employee and volunteer, prepares to make a delivery of non-perishable food donations to the Samaritan House, a homeless shelter and food pantry in Las Vegas, New Mexico.

Economic Development

- Assisted more than 777 New Mexico companies
- Created or retained 735 jobs, which added \$23.4 million in additional salaries
- Generated more than \$33.1 million in revenue
- Leveraged over \$106 million in additional funding
- Invested more than \$3 million through the Venture Acceleration Fund in 49 northern New Mexico companies and attracted additional funding from area partners
- Provided \$150,000 to 12 Native American-owned businesses in northern New Mexico through the Native American Venture Acceleration Fund

Investments by LANS in the communities of northern New Mexico stimulate the regional economy by increasing revenue to local businesses, creating jobs, and boosting household income. Economic benefits such as these are produced when money from sources *outside* the local economy is invested *in* the local economy. The estimate of economic impact provided here counts only “new money,” in other words, money that would not have been spent in the northern New Mexico economy had it not been invested by LANS.

Purple Adobe Lavender Farm owners Elizabeth and Roger Inman received Venture Acceleration Funding in 2014 for their business in Abiquiu, New Mexico.

	LANS investments	Leveraged investments	Economic activity*	Jobs created or retained*	Salaries generated*
STEM Education	\$10.7M	\$56.2M	\$89M	1,959	\$59M
Community Giving	\$8.5M	\$47M	\$51M	922	\$28M
Economic Development	\$8.6M	\$107.5M	\$143M	1,313	\$42M
Broadband Infrastructure	\$0.2M	\$76.2M	\$267M	4,530	\$181M
Totals	\$28M	\$287M	\$550M	8,724	\$310M

*Includes direct and indirect impacts

This chart shows a total LANS community investment of \$28 million since 2006. The sum of \$287 million in leveraged investments since 2006 includes grants, partnership agreements, and contracts or sales for small businesses. Column four, economic activity, is defined as the production, distribution, and consumption of goods and services in northern New Mexico.



EDUCATION . . .

strategically integrate and coordinate STEM education initiatives to strengthen Laboratory and northern New Mexico workforce development

Developing the technical workforce of the future in northern New Mexico is in everyone's best interest. Our plan is to build on our accomplishments and maximize impact by continuing to partner and invest in programs and initiatives that strengthen technology fluency, math and science achievement, and regional workforce development.

Strategies

- Attract, develop, and retain students in STEM disciplines by investing in effective, data-informed programs for PreK-16 students, and engage, educate, and excite students about Los Alamos National Laboratory.
- Strengthen the future workforce of northern New Mexico and LANL through effective partnerships with regional secondary and higher education organizations, businesses, and industry.

- Ensure alignment of critical skills programs designed to meet the employment needs of LANL and other northern New Mexico employers.

Programs

- *Northern New Mexico Math and Science Academy (MSA)*—MSA is an intensive three-year teacher professional development program, designed to support continuous improvement in math and science teaching and learning. It includes a three-week summer institute where teachers learn about best practices in instruction, assessment, student engagement, brain-based learning, and Math and Science content. The MSA program also supports teachers during the school-year with instructional coaching. The program is also designed to build school leadership capacity.



*Los Alamos High School
2015 Science Bowl Team*

- *Workforce and Pipeline Development*—LANS-funded Institutional Agreements with key college and university partners address the education, workforce, and student pipeline needs of northern New Mexico by developing a cadre of effective PreK-12 math teachers for our regional schools. Our partners include:
 - New Mexico Highlands University
 - Northern New Mexico College
 - Santa Fe Community College
 - University of New Mexico-Los Alamos

- *Los Alamos Employees' Scholarship Fund*—This program provides scholarships that support northern New Mexico students who are pursuing two- and four-year undergraduate degrees in fields that will serve the region. Awards are based on academic performance, leadership potential, critical thinking skills, and career goals.

- *Northern New Mexico Tribal Business Scholarship*—We are supporting our regional tribal communities' workforce development goals by growing this scholarship program in partnership with tribal leaders. The scholarships are for Native American students, from 16 nearby pueblos, who are pursuing post-secondary education in accounting, human resources, and business information systems.

Strategic Partners

We will continue to work with and expand our cadre of northern New Mexico higher-education leaders and board members; PreK-16 school superintendents, principals, teachers/faculty, and deans; STEM program coordinators; Los Alamos National Laboratory Foundation; and business and industry partners.



ECONOMIC DEVELOPMENT . . .

implement economic development initiatives to develop new businesses, strengthen existing companies, and contribute to a diverse economy in northern New Mexico

Northern New Mexico businesses work hard to compete in today's economic environment. LANS investments in economic development programs provide new resources and fill existing gaps to help businesses reach the next level of success, and create an entrepreneurial culture in northern New Mexico.

Strategies

- Build upon LANS financial investments in northern New Mexico and continue to collaborate with key public and private partners and LANL leadership to drive economic development by cultivating entrepreneurship to create new businesses and strengthen existing businesses.

- Provide LANL technical expertise to help small businesses solve technical challenges.
- Expand outreach efforts in northern New Mexico through economic development and business service partners such as regional chambers of commerce, Small Business Development Centers, Procurement Technical Assistance Programs, and other economic development organizations.

Programs

- *Venture Acceleration Fund (VAF)*
 - Provides timely resources to support entrepreneurial development in northern New Mexico and includes a “payback trigger” for companies that succeed as a result of VAF assistance.
- *Native American Venture Acceleration Fund*
 - Provides financial assistance to tribally owned companies or individual businesses owned by a tribal member for critical technical services that lead to increased revenue and employment.
- *Entrepreneurial Networking*
 - One-on-one coaching at an entrepreneur's place of business



Eric and Celina Quintana, owners of Performance Maintenance, Inc. (PMI), along their sons, Davin and Eric Jr., recently relocated their business to Espanola, New Mexico. Assistance provided by LANS economic development programs helped PMI secure the funding they needed to build a new facility and expand their business.

or other convenient location to connect businesses to community resources.

- **Business Expansion and Retention**
 - Development strategies to support continued business growth and success by providing individual consultations, on-site visitations, and connections to critical resources that focus on expanding and retaining jobs.
- **Market Intelligence**
 - Assistance in understanding market potential and paths to market; provides critical data on potential customers, markets, trends, and competitors to help small businesses grow and improve decision making.
- **Economic Development Grant Pool**
 - This resource is managed by the LANL Consortium of Major Subcontractors and funds high-impact investments that have led



Avanyu General Contracting, a Native American, women-owned company, received funding through the LANS Native American VAF.



Sattva Ananda (L) and John Cross (R) of Awesome Harvest LLC with their patent-pending cloth growing pots (The Awesome Pot™). LANS provided VAF funding and technical expertise.

to significant improvements in local job retention and creation, business expansion in fields such as web store development, and new business start-ups.

- **New Mexico Small Business Assistance Program**
 - This successful partnership with Sandia National Laboratories brings the technology and expertise of the national laboratories to New Mexico small businesses to promote economic development, particularly in rural areas. Funding is provided by the New Mexico Legislature.

Molly Cernicek, CEO of SPORTXAST, a local business, took advantage of technical assistance through the New Mexico Small Business Assistance Program and received VAF funding from LANS.

Strategic Partners

Collaborate with the Regional Development Corporation and economic development organizations to provide a variety of services to help businesses achieve growth for continued success.



COMMUNITY GIVING . . .

expand employee engagement in local community giving and volunteer programs to benefit nonprofit organizations contributing to the quality of life in northern New Mexico

A strong, vibrant quality of life within our region is vital. LANL is committed to supporting employee contributions and involvement in our local communities, strengthening our culture of giving, and building the morale of our workforce.

Strategies

- Strengthen our culture of giving and incentivize employee contributions.
- Enhance our Community Giving investments by aligning them with employee and retiree interests to increase participation.



Students from Jemez Pueblo received backpacks and school supplies from Lab employees during annual school supply drive.

- Implement cost-effective programs with our United Way partners and other nonprofit organizations.

Programs

- *Annual Employee Giving Campaign*
 - LANL matches employees' financial contributions to the charitable, nonprofit organizations employees select. Our approach to community giving starts by raising employee awareness of opportunities to engage in their local communities, recognizing their generosity, and minimizing administrative costs associated with giving through our partner United Way organizations.
- *Volunteer Initiatives*
 - We enhance and further promote the success of our employee and retiree volunteers with recruitment, retention, and recognition events. LANL financial contributions to the nonprofit organizations our employees and retirees support have dramatically increased the number of volunteers that participate, the number of hours they report, and the number of nonprofit organizations they serve.
- *Annual Employee Giving Drives*
 - Our employees choose to give back to their communities in many different ways, and we support other, year-round charitable-giving drives to help our northern New Mexico neighbors. Those programs

include LANL Laces (shoes for elementary school students), School Supply Drive (backpacks filled with supplies for elementary and middle school students), Holiday Food Drive, Community Gift Drive (holiday gifts for children and seniors), and Wreaths Across America (sponsoring and placing wreaths at grave sites in remembrance of America's veterans).



Strategic Partners

United Way of Northern New Mexico, United Way of Santa Fe County, and more than 250 other nonprofit organizations continue to be our key partners for the annual employee giving campaign, and we are forming alliances with a growing list of schools, social welfare, and quality-of-life organizations to enhance our volunteer programs and other community giving initiatives.

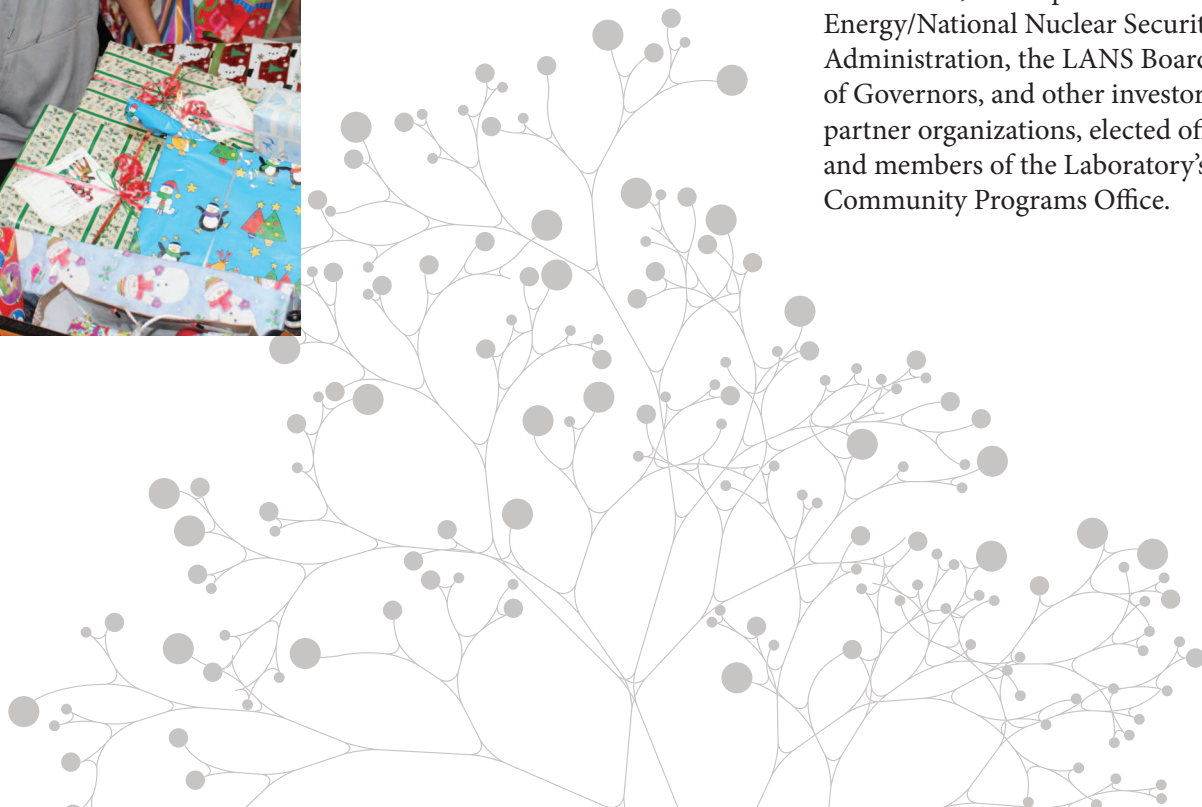
Peter Cruz with Ohkay Owingeh Pueblo Boys and Girls Club helps load holiday gifts for children. The donated gifts come from Lab employees and regional business partners. Collected gifts help children and senior citizens across northern New Mexico.

Conclusions and Acknowledgments

Strengthening national security and building for the future are what we do every day. Our involvement with northern New Mexico communities is a critical component of that work.

This plan is a living document and a guide for action. We are committed to implementing the strategies in this plan and to periodically review, modify, and improve it to ensure it is aligned with the future needs of the Laboratory and its neighbors.

Our thanks to the people of northern New Mexico, Laboratory employees and retirees, the Department of Energy/National Nuclear Security Administration, the LANS Board of Governors, and other investors, partner organizations, elected officials, and members of the Laboratory's Community Programs Office.



"The Community Commitment Plan is a mutually beneficial partnership aimed at enhancing the vitality and sustainability of our regional community through economic diversification, educational assistance, and social support. These ingredients help provide a solid foundation that can serve our families for generations to come."

*Charlie McMillan, Director
Los Alamos National Laboratory*

